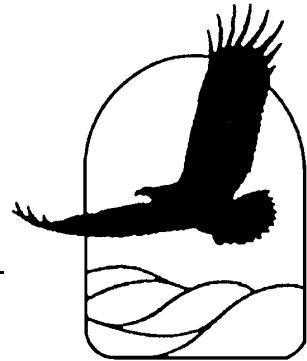


CITY OF WATSONVILLE

FINANCE DEPARTMENT

250 MAIN ST □ WATSONVILLE, CA 95076
VOICE 831-768-3460 FAX 831-763-4066



LIVING WAGE ORDINANCE EMPLOYEE NOTIFICATION FY 2014-2015

Employees working for this firm are subject to the **City of Watsonville Living Wage Ordinance**, which was adopted on September 24, 2002 [Ordinance Number 1136-02(CM)]. The ordinance requires that persons doing work on City of Watsonville contracts, for private sector services specified in the ordinance, are to be paid a living wage while working on the City of Watsonville contract. The ordinance **does not** apply to employees who are represented by a bargaining unit or labor union, are students below the age of 18 or students and/or persons in positions that are designated for "trainees" or are otherwise part of an employer's training program. The ordinance also states that affected employees are to be provided with, or able to afford health insurance, have reasonable time off, have the right to participate in a union, and bargain collectively without reprisal.

For this specific contract, the minimum compensation to employees shall be:

1. If benefits are provided, a wage of no less than **\$13.72** per hour.
2. If benefits are not provided, a wage of no less than **\$14.98** per hour.

The living wage rates are evaluated and may be adjusted annually. The current rates are effective through June 30, 2015.

Benefits are defined as follows:

1. A combined ten (10) days compensated sick and/or vacation leave annually for full-time employees, and prorated leave for employees working less than full time
2. A combined ten (10) days uncompensated sick and/or vacation leave annually for full-time employees, and prorated leave for employees working less than full time.
3. Payment of at least \$1.05 per hour towards a health insurance policy for the employee.

Direct all questions regarding this ordinance to the City of Watsonville, Finance Department, Finance Director, (831) 768-3470, 250 Main Street, Watsonville, CA 95076.

The City Finance Department monitors living wage ordinance compliance. A complete copy of the living wage ordinance can be found on the City of Watsonville website at <http://cityofwatsonville.org/finance-2/living-wage-ordinance>